

## Joining Hands to Help Hoffman Thrive - A Discussion with Kathleen Loehr and Vally Kovary -

Vally Kovary, principal, International Planning Associates, and Kathleen Loehr, IPA consultant, are working for 11 months with the Hoffman Institute Foundation on its strategic direction, resource development, marketing and management sustainability. They are transformational leaders with 30 years of non-profit experience.

As the Interim Senior VP of Development for the American Red Cross, Kathleen led the organization for seven years in raising more than \$650 million annually. Vally, with an MBA/IMA from Wharton, has consulted with non-profits and NGO's for more than 20 years.

Kathleen and Vally, both Process graduates, recently spoke with Light News Editor Ellie Weiser about their work at Hoffman. For more information about them, please visit [www.intl-plans.com](http://www.intl-plans.com).

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Kathleen Loehr and Vally Kovary (L-R)

by Ellie Weiser

**HIF:** Why have you chosen to consult together for the Hoffman Institute? What about this project excites you?

**KATHLEEN:** I took the Process in 2000 and I've wanted to do this since then. At that time, I raised my hand and said, "Hey, guys, this Process is an incredible vehicle for transformation and I really want to be part of making it more available to the whole world. I've felt strongly in my heart, in my soul, that the power of the Hoffman Institute is to transform people who are then more able to tackle deep issues in our families, communities and nations. Fortunately eight years later the stars aligned, and here we are.

**VALLY:** Kathleen and I are both beyond ecstatic to participate professionally in building the Hoffman Institute's stronger future, and to use everything we've learned in the Process to advance its work.

**HIF:** As you know, the funds needed to hire you were raised independently, by a group of generous Hoffman graduates who believe strongly in what you bring

to the Institute. You're both Process graduates. Vally, when did you do the Process?

**VALLY:** I took it in 1998. Kathleen is one of the people who saw its dramatic effect on my life and my work and my ability to reach for my dreams. She was inspired to take the Process a couple of years later.

**HIF:** What's your collective vision for the Hoffman Institute?

**VALLY:** We'd like to see Hoffman have the greatest impact it can in the world. We're formulating possibilities—vision and strategy—as we meet with staff, the teachers, the board and stakeholders. It's gratifying to see so many grads and certainly all of the staff very much committed to advancing the Institute's work.

**HIF:** Is realizing this vision dependent on increased enrollments and increased fund and resource development?

**VALLY:** Absolutely. For more people to know about the Process, and for more

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people to be able to attend through the generosity of others, it requires wider and deeper participation by grads in all aspects of the Institute.

**KATHLEEN:** The vision is dependent on enrollment and resource development and so much more. Our work with Hoffman is to help it strengthen its overall organizational capacity. Successful non-profits – those that weather changes within the organization itself or in the environment surrounding it—the economy, for example – are built on a

to absorb, nurture and magnify all that marvelous linked energy.

**HIF:** How has the Institute done with respect to its organizational capacity thus far?

**KATHLEEN:** The Institute has done marvelous work that has benefited thousands of graduates with a really small staff and incredible teachers, with successful fund development on a small scale, and with limited engagement from all the talent, treasure and time of its

all the way through to the students. It involves all ‘the players’ being aligned and moving toward the same vision.

**HIF:** Where do students of the Process fit in the Hoffman vision?

**KATHLEEN:** Our vision is that the Institute not only provides an exceptional and transformational experience for them, but to also stay in touch with them as grads to make sure that their Process experience continues to inform and transform their lives. Also, how do we

*“How do we bring graduates back around to continue to support the Institute so that it continues to grow its mission and its vision?”*

Kathleen Loehr

strong foundation that can be sustained over the years.

**VALLY:** To talk further about capacity building, we’re here to help the Institute build networks between graduates, the board, stakeholders and the wider community in ways that are sustainable, engaging and interesting. The Hoffman Institute has a sprinkle of almost everything it could possibly need within the organization, it just hasn’t had the myriad of resources necessary—the capacity—to be able to water and nurture those seeds so they could blossom in the way that some of them are crying out to bloom.

**KATHLEEN:** Think about it from the perspective of linking the first call a potential new student makes to the enrollment department, with what goes in the database, with the exceptional teaching, with marketing, with the fundraising, with graduate programs, with the community, the board, staff, and leadership. All of those linkages are critical for the organizations’ ability to build capacity. An important task we have is to help structure the organization

base of graduates. Our goal is to help the Institute build upon that foundation – increase that *capacity*, so it can strongly step into its vision. Just as we each create our personal vision during the Process, just as we make sure that the four aspects of our Quadrinity are strong – so too must Hoffman create integration amongst all of its connectors.

**HIF:** You both have worked with large organizations. Kathleen, you’ve held a senior position with the American Red Cross. Are the challenges of a \$3 billion dollar organization similar to Hoffman’s?

**KATHLEEN:** They are. The only difference is that a \$3 billion organization has more resources and more people than a smaller one. But any non-profit must align its resources to achieve success. When the leadership and the vision and the constituents are not aligned, you often find, regardless of size, similar dysfunctions and problems. To support the organization’s vision, there must be alignment and involvement of those I call ‘the players,’ - this includes the board, the leadership, the staff and it continues

bring them back around to continue to support the Institute so that it continues to grow its mission and its vision?

**HIF:** It sounds like keeping a non-profit strong involves connecting pieces of a puzzle.

**VALLY:** Yes. It’s similar to what we do on a personal level through the Process. First we take apart the pieces of our lives, we get to know where we’ve come from, we become aware of our strengths, and we look at the shadow sides.

**HIF:** Besides having a vision and the goal of alignment, and using the right “players,” how do you ensure that the organization’s structure is strong?

**VALLY:** I tend to think of it as a spinal column --- the organization needs strong vertebrae, which are in alignment so that people can contribute to the muscle and the flexibility no matter what their role. Kathleen’s and my job is to make sure that Hoffman is aligned, strong, and that it’s flexible enough to take in and project energy back out as widely as possible. We find that when we get

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the organization's structural alignment correct, more and more people are able to be a part of the organization, so it continues to strengthen and enrollment and fund development both grow.

**HIF:** As an organization how has the Institute done with its fund development efforts?

**VALLY:** It's been successful for a relatively small organization, even for a mid-sized organization. It has raised significant funds and has very, very generous friends. Our interest is to see that base grow wider, stronger and deeper.

**HIF:** Why is it important, on a global level, for the Hoffman Institute to grow?

**VALLY:** Because now more than ever we have a need for people to show up in the world as individuals and as leaders in the most authentic way possible. The problems that we're facing globally, the turbulence that we're feeling in our economy and certainly inter-relations of nations are demanding that people contribute to the world in a positive, forward, loving way. In almost everything we touch, we see the need for more people from business, organizations and government, who can come to the problems that we face with creativity, insight and grounding, and patience – that's what the Process provides.

**HIF:** Bob Hoffman said that with the Process he wanted to "create peace on earth, one person at a time."

**KATHLEEN:** I echo that. The goal for strengthening Hoffman is to allow more people to show up differently, to lead differently, ask questions differently, be that much more authentic. When people are more conscious and aligned, their decisions are stronger, non-patterned and clearer.

**VALLY:** If more of us are more present to our own lives and to the issues that our communities and the world community faces, we have a shot at coming up with soul based solutions.

**KATHLEEN:** And there's another piece. Let's talk about the next generation, about raising children. If they are raised with fewer patterns, their openness and consciousness will allow them to more deeply and confidently continue addressing the problems in this world.

**HIF:** As a nation we're in the midst of challenging times. How do you see the Hoffman Institute helping individuals during this challenge?



**KATHLEEN:** The Hoffman Process is important during good times and bad. When I took the Process in 2000 I was facing a very difficult decision. By going through it, I had the tools I needed to make the right decision for me. Look at how many decisions people have to make right now in their families or in their careers or about how they're showing up in their communities. The Process is the deepest, most lasting and strongest way of helping us make those decisions. These are difficult times for everyone, but if people can make decisions in alignment with their Spiritual self, they're that much stronger and their decisions won't come back to haunt them.

**VALLY:** To add to that, the more turbulence and struggle we experience

and witness in others, the more the Process can contribute to bringing us light and clarity.

**HIF:** How do you each live the Process in both your personal and your professional lives?

**KATHLEEN:** In my personal life I use the tools, particularly the elevator and the Quadrinity check. I've also done two Q2s during important moments in the last five years. In my professional life I do the same thing. When I was facing difficult decisions at the Red Cross I used all my tools to stay centered. The end result is that I chose not to continue working inside large organizations for now because of my vision. From listening to my Spirit, I joined with Vally and her company, International Planning Associates, to work with the Hoffman Institute, trying to make a deeper difference and create more authenticity in the world. Through my tools, I keep checking my gyroscope to see if I'm on my path and I continue to make very conscious decisions.

**VALLY:** When I'm experiencing friction in my personal life or when helping organizations, I'm grateful to be able to ground myself in the oneness that the Process reignited in me. We all come from the same Light source, we're all manifestations of it. When I'm reminded of that, things go much better in my work life and in my personal life. Having the Process and a Q2 as a base has led me to explore more deeply and from many vantage points, the meaning of my life and a place of loving kindness. The Light is sometimes obscured for me, but paraphrasing poet and teacher Stephen Levine, I remind myself that 'it's sometimes obscured by clouds, sometimes very dark clouds, but behind them the sun is always shining.'

**HIF:** Thank you both for your commitment to the Institute. We feel very lucky to have you here, helping us fulfill our vision of making the world a better place, one person at a time. 🌍

# Hoffman... Needs You.

The Hoffman Institute Foundation is non-profit organization that relies on both tuition revenues and gifts to ensure a viable future for the Institute. The tuition for the Process covers only part of our total costs; the remainder comes from the generous support of our graduates and friends.

Your gift to the Hoffman Institute today will expand unconditional love, forgiveness, peace, and positive change in our world. To the extent that the Process has made a difference in your life and you believe in what we do, we invite you to give.

## HOW YOU CAN CONTRIBUTE TO OUR \$1.5 MILLION GOAL:

- 1 WHERE OUR NEED IS GREATEST — Goal: \$550,000**  
Allow your gift to be directed to wherever it is most needed. Your gift will allow us to continue to run day-to-day operations at the Institute, as well as to support worthwhile projects such as new program development, research, and training.
- 2 SCHOLARSHIPS — Goal: \$325,000**  
"Pay it forward" by supporting the Scholarship Fund. Allow future graduates with limited financial means to experience the life-changing effect of the Process, when they are most ready.
- 3 TEACHER TRAINING AND DEVELOPMENT — Goal: \$225,000**  
Support the training of brilliant new teachers and ongoing education for our entire teaching faculty. Your contribution allows us to expand and helps ensure the exceptionally high quality experience of the Process.
- 4 FACILITIES (WHITE SULPHUR SPRINGS) — Goal: \$350,000**  
Help support the preservation and improvement of our historic retreat site in the Napa Valley, including maintenance (roofing, painting, tree trimming); critical operating systems (wells, water tanks, electrical upgrades); safety (path lighting, stair railings); beautification and landscaping (Forgiveness Garden, creek bed repairs); and renovations (upgrading rooms, energy conservation).
- 5 PROGRAM FOR AT-RISK YOUTH — Goal: \$50,000**  
Give at-risk teenagers a greater chance of succeeding in life and transforming negative love patterns. Your support helps young people interrupt cycles of teen parenthood, violence, incarceration, and low academic achievement. *For more information about our partner, Youth At Risk, please visit [www.nyouthatrisk.org](http://www.nyouthatrisk.org).*

Donate online at <http://www.hoffmaninstitute.org/donate>

The Hoffman Institute Foundation is a non-profit organization. All gifts are tax-deductible according to IRS Code.



## THE BUSINESS OF GIVING BACK

**A discussion on living and giving with Process Graduate Tom Chelew, VP of Sales for Enterprise Fleet Management, a Division of Enterprise Rent-a-Car.**

**ELLIE:** You're a generous monthly donor of the Hoffman Institute. Why do you support it?

**TOM:** Because of what the Process gave me. My life will never be the same. The amount of love and authentic relationships I'll have for the rest of my life is amazing. If even one person has a chance to find what I found through Hoffman, that makes it all worthwhile. I'd love in my future to be able to give more and perhaps to help bring more people into it. I want the Process to thrive – it's something I keep in my long-term vision.

**ELLIE:** So do we (laughs)! It's with the support of committed Process graduates, people like you who give back, that we'll continue to grow.

**TOM:** I can't imagine myself going through the Process and not wanting to give back in some way, whether with time or financially or by spreading the word and getting more people to enroll.

**ELLIE:** Has the process affected your family?

**TOM:** I have five children from the age of 4 through 18. Right after the Process I had heart-to-heart conversations with my older girls. I had the forgiveness talk with them and they said, "You don't need to be forgiven, there's nothing to forgive you for." Through it they understood that I want our relationship to get to a level of complete openness and honesty about who we are. My goal was to be more vulnerable with my kids and to teach them that life is a journey of self-discovery and self-improvement. My

own journey of enlightenment and spirituality, which I couldn't offer them before, is what I gave them after the Process.

**ELLIE:** Has your wife done the Process?

**TOM:** No, but we're on this journey



*Process graduate and donor Tom Chelew with his wife Kim*

together. The Process brought me up to her level (laughs) – she's been becoming aware for many years and I was dragging pretty far behind. Now we talk the same language and our marriage has grown tremendously.

**ELLIE:** Who else in your life has done it?

**TOM:** Besides several colleagues, both my older brother and my sister-in-law have. After not seeing them for a while, my sister-in-law noticed something different in me and she asked, "What's up with you? Historically I was more of the silent type when it came to talking about the process, but I shared with her the impact it had on me and she went home and signed up the next day.

**ELLIE:** Did they have similar experiences to yours?

**TOM:** Absolutely! In fact, my sister in law has talked about becoming a Hoffman teacher. She's getting her

Master's in psychology and she said "I don't think I could feel good about trying to help patients without introducing them to the Process, knowing they can heal much more in eight days than I could likely give them in years."

**ELLIE:** What has grown in importance in your life since the Process?

**TOM:** My relationship with my wife and kids, my three brothers, life-long friends, and just about every one has grown tremendously. I've had strong, deep conversations that I'd never had before; I was never even capable of having. Now when we say "I love you," we don't just say it but feel it and mean it. It's been life-changing from that perspective.

**ELLIE:** Do you view the Process as important for business leaders?

**TOM:** Yes. A lot of managers and leaders struggle with what it means to truly engage with your employees. To be engaged is to instill a high level of trust so that people know you care not just about their success, but about their happiness as human beings. Since the Process most of my employees have noticed something different. It might be my calmness or level of compassion, but it's also a shift in my priorities. It's no longer just about the development and success of the business, but about being present and authentic, and about caring about the whole person.

**ELLIE:** How does being present translate into business success for you?

**TOM:** I'm not carrying around the noise in my head, or the fears and patterns that I lived with for so many years, so I can hear and understand people far better, therefore I respond more intelligently

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< Tom Chelew

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*“My goal was to be more vulnerable with my kids and to teach them that life is a journey of self-discovery and self-improvement. My own journey of enlightenment and spirituality, which I couldn’t offer them before, is what I gave them after the Process.” Tom Chelew*

from a centered place. As a result, my work improves.

**ELLIE:** Often we meet people at the Process who’ve spent years chasing the American dream only to find that getting it didn’t bring the joy they thought it would. It’s the story of the lonely CEO, who’s made it to the top but is isolated from everything, including her own feelings.

**TOM:** A person can climb to the top of the Ivory Tower and gain success and recognition in business or within a family, but then what? Your kids grow up and go, you’ve accumulated a lot of money and nice things, but you can’t

help feeling like something’s missing.

**ELLIE:** That’s when the Process teaches people what a “rich life” truly is.

**TOM:** Exactly. Before my brother went through the Process I said, “Jeff, you know, you’re going to come out feeling great, and then the work begins.” Hoffman gives you the tools and the path, but you have to decide every day to stay on that path. Because of the Process we can each continue to grow every day.

**ELLIE:** You’re so right. Tom, thank you for sharing your experiences with us and for your ongoing, generous support of the Hoffman Institute. We greatly appreciate both! 🌍

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*Gratitude*

*“Gratitude unlocks the fullness of life.*

*It turns what we have into enough, and more.*

*It turns denial into acceptance, chaos into order, confusion into clarity. It turns problems into gifts, failures into success, the unexpected into perfect timing, and mistakes into important events. Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow.”*

*- Melodie Beattie*





## Jane Biondi

Hoffman teacher Jane Biondi is in the midst of a big life change. After calling Madison Wisconsin home for 27 years, she's moving to Northern California, closer to where she teaches the Process and to the Institute's day-to-day operations.

Jane grew up in Chagrin Falls, a suburb of Cleveland Ohio. Her dad was a lawyer and her mom (who did the Process at age 72) stayed home for much of her childhood. Jane has an older brother, and when she was 14, her mother gave birth to a baby who was so severely disabled that she lived in a home for most of her life.

While her home life looked "perfect" to outsiders, Jane's father was an alcoholic, making her home life chaotic and confusing. Even though Jane's loving grandparents lived with her family, she often looked for close connections outside of her home.

"As a kid I remember connecting with two things... horses and people. If I wasn't around horses I was talking with other kids about their families. My mom called me 'Dear Abby' because I was always trying to help people."

Jane got married at 19 and five years later had two children, John (now 32) and Nyle (28 and a Process graduate), then got her undergraduate degree in

Psychology and graduate degrees in counseling, psychology and marriage and family therapy.

Jane's dad got sober and was active in A.A. for 17 years before he died. In transforming his own life, he introduced Jane to a new concept of spirituality.



Process Teacher Jane Biondi

In 1991 Jane had a great career and two children she adored, but she couldn't shake the feeling that something was missing. At a friends' suggestion, she did the Process. "It was the most profound thing I'd ever done. I got married so young I never had the chance to develop into my own person. At the Process I got in touch with the notion that the

Spirituality that I'd experienced was actually INSIDE OF ME. The Process helped me find my happiness and I realized I could live my life as I wanted to rather than on autopilot out of patterns."

After the Process, Jane knew instantly that she wanted to teach. "The Process's efficiency and effectiveness helped me learn more about myself in eight days than most people learn in years of therapy. I was certified to teach in 2000. Words can't describe how thrilling it is to be in support of someone who's transforming their life."

After 20 years as a therapist in private practice and a certified counselor in the Madison public schools, Jane just retired from both in order to move to California.

When she's not working, she loves to garden. "I'm looking for a place to grow flowers!" she said about her move to California. She cooks, practices yoga, reads and loves to travel. She'd like to visit third world nations to help children. "Thanks to the Process I've been able to move smoothly through a lot of life's changes, some planned and others that were total surprises. I'm on my river of life and it's very exciting!"

## Andi Saucerman Joins Process Teaching Team

Andi Saucerman, a Process graduate (Oct. 2002), was recently certified to teach the Hoffman Process. Andi is the first of seven dedicated Process graduates to complete the intense 18-month apprenticeship and teacher-training program, under the guidance and leadership of Process teacher and director of teacher training Devi Cavitt Razo.

Andi brings great credentials to her role as Process teacher. She earned a BS in psychology and a Masters Degree in instruction-

al and performance technology. She spent the past ten years as a career coach in private practice and a successful web-based consultant.

Andi compares her journey to certification as similar to going through the Process ten times. "Through all of the intense personal work I did during the training, I feel like a different person. I'm honored to walk next to Hoffman students as they begin their transformations and I'm thrilled to become a colleague to the amazing Hoffman teachers -- a group of people who've committed themselves to changing

the world one person at a time."

Andi lives in Boise Idaho and is married to Brent Pitts (Dec. 2002 Process graduate) and she is loving mom to Noah, who's 13.

Welcome Andi, and thank you for your dedication to the Institute and to thousands of future Hoffman students!



Andi Saucerman

## Q<sup>2</sup> Graduate Intensive – Dive Deeper into Your Self

The Q<sup>2</sup> is a fast-paced, deep-dive into the Process work that transformed your relationship with yourself and the world. While the work of the Q<sup>2</sup> is similar in nature to the Process, the Q<sup>2</sup> is designed to deepen your relationship with your spiritual self and expand your capacity for a spontaneous and creative

rapport with all of life. What emerges is a mature, compassionate presence. This presence, the ability to be fully yourself is something you, and all those in your life, will benefit from.

To fully prepare to reap the benefits of our outstanding curriculum, some graduates opt to invest in an hour-long

coaching session with a Hoffman teacher before their Q<sup>2</sup>. Coaching can clarify your focus and surface those patterns that stand between you and your vision.

Please review the following list of 2009 Q<sup>2</sup>s and register early – most Q<sup>2</sup>s fill to capacity in advance. ☺

### 2009 Q<sup>2</sup> DATES

January 16-18

March 20-22

April 17-19 (in Massachusetts)

May 22-24

July 17-19

September 25-27

October 23-25 (in Chicago)

November 20-22

(Unless specified, the Q<sup>2</sup> is held at White Sulphur Springs in California).

**TO REGISTER:** click [www.hoffmaninstitute.org](http://www.hoffmaninstitute.org) then go to "Graduate Programs" or call 800/506-5253. Tuition is \$1,295 with a \$250 non-refundable/non-transferable deposit.

## Overwhelmed and Stressed?

### Join Us for a Powerful One-Day Time Management Course!

Hoffman Graduates and friends, we're thrilled to bring you an extraordinary new course.

**Time Management in an Instant** is taught by Process graduate Karen Leland, and is based on her book of the same title. The course has been attended by thousands of employees of Fortune 500 companies and small businesses alike. It teaches simple yet effective habits of time literacy, which is the basis for managing and spending your time with increased presence, satisfaction and results. You will learn to overcome the feeling of overwhelm and to focus your time and attention on the things that matter most. ☺

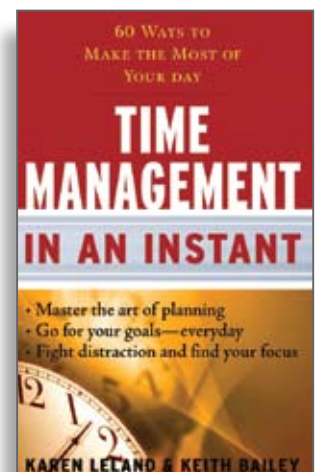
**Tuition:** Just \$99! The course usually costs \$250, but we're offering it to the Hoffman community at the far reduced rate of \$99. A copy of Karen's book is included.

**When:** Saturday, Jan. 31, 2009, from 9:00 AM - 4:30 PM.

**Where:** Home of the Hoffman Process, beautiful White Sulphur Springs, St. Helena, CA. (White Sulphur Springs has availability for lodging if you care to spend the night).

**Note:** Course is available to non-grads too!

**Pre-registration required:** Call 1-800-506-5253. Capacity for the course is 40 people, so please register early!



*Karen Leland is a former Hoffman board member and partner in Sterling Consulting Group. She is the bestselling author of five books and has been featured on The Today Show, CNN, Oprah and in several national magazines. She is the national work life balance columnist for San Francisco's Examiner.com. To learn more, please visit <http://www.examiner.com/x-728-Work-Life-Balance-Examiner>.*

*Karen Leland is generously donating all proceeds from this course to the Process Scholarship Fund.*

## Maryland Summertime Fun



*In August Hoffman grads, friends and family convened in Maryland for a play-day and picnic, arranged by graduates Francie and Rowan Glidden. Hoffman teacher Cheshta Buckley (far right) joined in the fun.*

## Atlanta Grads Reassemble this Fall



*After a summer break, Atlanta grads rekindled wonderful connections. L-R: Jaclyn Slagle, Michael Spiegelman (co-facilitator), Shmuel Spiegelman (co-facilitator), Pam Nolen, Sanjay Gupta, Paul Schultz, Monica Schultz, Paul Steinfeld.*

## Graduate Groups: A Personal Reflection on Community and Support

**A**s I reflect on both my own Process experience and listen to others as they continue along their paths of integration, I notice again and again, how important it is to have outside support for one's well-being.

Hoffman's facilitated graduate groups offer continuing support to all Process graduates. While these groups may not be right for everyone, they offer something intrinsically beautiful and supportive to graduates who are willing to open their hearts and participate.

Years ago, after my Process, I attended the Los Angeles the graduate group meetings, which were led by Roberta Falke. There I found exactly what I needed; a place to be witnessed, seen, heard. Through Hoffman visualizations, tools practice, and shared discussions, we opened up to one other, received and gave encouragement, and made our best efforts towards love and compassion. That was exactly enough.

I hope someday you are able to experience the support and blessings found at one of the many Hoffman graduate groups near you.

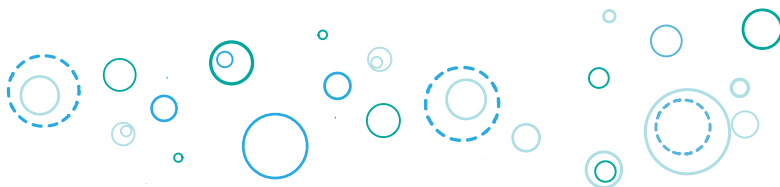
*Tessa Alburn,  
Graduate Director*



*Graduate Director Tessa Alburn*

To see our current listing of facilitated graduate groups, click here <http://www.hoffmaninstitute.org/grad-network/grad-connections.html#ca>

Groups are free to attend, and are led by trained volunteers.

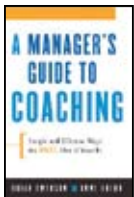




## New Grad Offerings

In each Light News, we'll bring to light recent book and relevant product releases from Hoffman graduates. For more information on each, please visit the author's website.

### BOOKS



◀◀ *A Manager's Guide to Coaching: Simple and Effective Ways to Get the Best Out of Your Employees*, by graduates Brian Emerson and Anne Loehr.

[www.riverstoneendeavors.com](http://www.riverstoneendeavors.com)



◀◀ *The Answer Is Simple... Love Yourself, Live your Spirit!* by Sonia Choquette.

[www.soniachoquette.com](http://www.soniachoquette.com)



◀◀ *Snap Out of it NOW! Four steps to Inner Joy*, by graduate Dr. Adrienne Ahern.

[www.snapoutofitnow.com](http://www.snapoutofitnow.com)

### KITS

*Intuition Retreat. You Have All the Equipment... Learn How It Operates*, by Max Highstein. This comprehensive kit provides the training and practices you need to develop your

natural intuitive abilities.



[www.intuitionretreat.com](http://www.intuitionretreat.com)

## Hoffman Calendar

### NOVEMBER

November 20 Ceremony of Integration - CA

### DECEMBER

December 2 \*Process Intro Call. 5:00 PM PST.  
Call 866/322/7998, password 86157#

December 3 Graduate Teleclass; *Tools for New Grads*

December 5-12 **HQP - California**

December 11 Ceremony of Integration - CA

December 12-19 **HQP - California**

December 18 Ceremony of Integration - CA

### JANUARY

January 6 \*Process Intro Call. 5:00 PM PST.

Call 866/322/7998, password 86157#  
Graduate Teleclass; *Tools for New Grads*

January 7 **HQP - California**

January 9-16 Graduate Teleclass; *Create Your Vision*

January 14 New Grad Groups & Facilitation

January 15 Call 4:00 PM: 866/322-7998, password 49361#

January 15 Ceremony of Integration - CA

January 16-18 **Q2 Graduate Intensive - CA**

January 22 Graduate Teleclass; *Why Did I Eat That?*

January 23-30 **HQP - California**

January 29 Graduate Teleclass; *Create Your Vision*

January 29 Ceremony of Integration - CA

January 31 Special One-Day Course:

"Time Management in an Instant" - CA

### FEBRUARY

February 3 \*Process Intro Call. 5:00 PM PST.

Call 866/322/7998, password 86157#

February 6-13 **HQP - California**

February 10 Graduate Teleclass; *A Spiritual Approach for Job Seekers*

February 12 Ceremony of Integration - CA

February 19 Graduate Teleclass; *Deepening Joy and Happiness in Every Day Life*

February 20-27 **HQP - California**

February 26 Ceremony of Integration - CA

Feb. 28 & March 1 Special Two-Day Course:

"Celebrating Joy in Everyday Life" - CA

\*Process Intro Calls are a great way to learn about the Process. They're free, and open to all. No registration or RSVP required. If you are a Process graduate and would like to share your experience with others, please bring a friend and join in! Times listed above are Pacific Standard Time (PST).

## GRADUATE: TELECLASSES

**G**raduate Teleclasses – Special update – Cell phones are NOW PERMITTED!  
Due to progress by our phone carrier, graduates with cell phones can join us for teleclasses again! From the convenience of any phone in a quiet location (no moving cars, crowded bars, high-speed trains, please), call in to connect with other grads as you deepen your Process experience. Please review the following list of upcoming teleclasses and register early, many Teleclasses fill to capacity early:

### ***Tools for New Grads***

Wednesday, December 3, 2009. 4:30-5:30 PM PST / 7:30-8:30 EST

Hoffman teacher Aita Passmore.

This interactive teleclass is great for recent grads, as well as for veterans who might be looking for a tools refresher. So bring your questions or simply listen -- either way is sure to ease your mind and revitalize you. This class is one hour. (Register by December 2)

### ***Tools for New Grads***

Wednesday, January 7, 2009.

5:00-6 PM PST / 8:00-9 PM EST

Hoffman teacher, Jane Biondi.

See description above. (Register by January 6)

### ***Create Your Vision***

Wednesday, January 14, 2009.

5:30-7 PM PST / 8:30-10 PM EST

Hoffman teacher, Ed McClune.

Connect with spirit to formulate your 2009 vision, producing results this and every year. Guided visioning and other Process tools will help you create your personal vision. This class is 1.5 hours. (Register by January 13)

### ***Why Did I Eat That? Exploring Emotional Hunger***

Thursday, January 22, 2009.

5:00-6 PM PST / 8:00-9 PM EST

Hoffman teacher, Laurel Callan.

Does your Dark Side fill your grocery cart? Partake in an in-depth look at why we keep eating "THAT STUFF," and learn strategies for embracing a healthier lifestyle. (Register by January 21)

### ***Create Your Vision***

Thursday, January 29, 2009. 6:00-7:30 PM PST / 9:00-10:30 PM EST

Hoffman teacher, Ed McClune.

See description above. (Register by January 28)

### ***A Spiritual Approach for Job Seekers***

Tuesday, February 10, 2009. 5:00-6 PM PST / 8:00-9 PM EST

Hoffman teacher, Laurel Callan.

Do you dread looking for new work, even though you know that's what's next on your path? Does the very thought of a job interview make you feel anxious, tired or numb? Teacher Laurel Callan draws on her background in corporate recruitment for a look at how to use Process tools to navigate the job market with authenticity, balance, and aplomb. (Register by February 9)

### ***Deepening Joy and Happiness in Daily Life***

Thursday, February 19, 2009. 5:30-6:30 PM PST / 8:30-9:30 PM EST

Hoffman teacher, Mary Amrita Arden.

Explore how to honor life's offerings so you can live in deepened states of joy and happiness. Learn how to access resiliency for support during challenging times, and practices for health and nourishment of your body, mind, emotions and spirit for overall wellbeing. (Register by February 18)

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- Click here to register online <https://www.hoffmaninstitute.org/register/teleclasses.html> or call 800/506/5253 during normal business hours.
- Each teleclass is \$29, which is non-transferable/non-refundable.
- Please call from a quiet location to maintain the integrity of the call for others.
- Please be prepared to have a Process experience, which may include closing your eyes, or journaling.
- All teleclasses are recorded.